

History

- Homecare workers left out of most early labor law
- Led to low wages & workforce shortage
- Three self-directed programs (PCA Choice, CDCS, & CSG) were added to MN Public Employee Labor Relations Act in 2013
- Represent c. 20,000 workers
- Open Shop: All workers are covered by contract, but membership & dues are voluntary

Ratification

- Like all public sector contracts, SEIU contract must be ratified by legislature
- Requires new separate appropriation/rate increase (different from other state contracts)
- Included in Gov's budget bill, passed as part of omnibus HHS
- Bi-partisan stand-alone bills
- Three two-year contracts ratified so far. TA on fourth

Contract

- Current minimum wage \$13.25
- PTO
- Holiday pay 1.5x
- Training fund
- Grievance process (wage theft, PTO)
- Worker is a public sector employee, only for purposes of collective bargaining
- Client has the right to hire, direct, & terminate employee anytime

Home Care Programs

<i>Program</i>	<i>Union</i>	<i>Self-Directed?</i>	<i>Model</i>	<i>Funding</i>
Trad. PCA		No	Hours	Fed/State
PCA Choice	SEIU	Yes	Hours	Fed/State
CDCS	SEIU	Yes	Budget	Fed/State
CSG	SEIU	Yes	Budget	State only
CDCS is Consumer Directed Community Supports				
CSG is Consumer Support Grants				

Self-Direction

- Traditional PCA (not self-directed)
 - Client qualifies for hours
 - Provider/agency supplies a worker
 - Agency recruits, trains, & pays the worker
 - Worker is private sector employee, not covered by SEIU contract
- PCA Choice (self-directed)
 - Client qualifies for hours
 - Client recruits & trains worker
 - Client tells agency to provide payroll services for the worker
 - Worker is covered by the SEIU contract & eligible to join

Budget Model Programs

- CDCS & CSG are both entirely self-directed
- Instead of hours, client qualifies for a cash budget
- Can use to hire home care workers, but also cover other needs
- CDCS is a Medicaid program funded by Fed/state
- CSG is entirely state funded
- Client approaches a provider/agency to serve as FMS (Fiscal Management Service) to provide payroll & other services.

Shared Rate

- By Federal law, Traditional PCA & PCA Choice must have the same rate
- When a contract is ratified & DHS increases the PCA Choice rate to pay for it, Traditional PCA program gets the same rate increase.
- For employees in the Traditional PCA not covered by the SEIU contract, any increase in pay/benefits depends on the provider/agency
- Traditional PCA program is probably larger than PCA Choice, so only a proportion of the budget appropriation covers the cost of the contract